

Doctors Health Charter

| Rights of Doctor | Responsibilities of Doctor | Responsibilities of health service |
|---|---|---|
| Right to Safety | | |
| Doctors have the right to a safe work environment. | To follow safe work policies & procedures. To participate in necessary training. | To provide a safe working environment including necessary training. |
| Doctors have the right to feel physically and emotionally safe. | To treat others with respect (colleagues, staff, students, patients). To report any instances of bullying or harassment to yourself or others, to a supervisor or designated "safe" contact. | To provide a "safe" first point of contact for any Doctor in difficulty. To provide a confidential system for reporting bullying, harassment or disrespectful behaviour, including stigmatisation of Doctors with health conditions. All allegations are taken seriously. To provide appropriate training and support for supervisors and designated "safe" contacts. |
| Right to good employment practices | | |
| Doctors have the right to be consulted on matters that affect their working conditions, including rosters and work practices. | To assist the employer in the development of rosters and changes in work practices. | To prospectively consult Doctors on matters that affect their working conditions, including rosters and work practices. |
| Doctors should have access to annual and professional development leave each year. | To apply for leave as early as possible, and where possible take leave at a time that is mutually convenient with the employer. | To have adequate leave cover for annual and professional development leave that is reasonably foreseeable. Work units that provide internal leave cover should be adequately staffed to meet reasonably foreseeable leave needs. |
| Doctors rostered working hours should reflect usual working hours, and all legitimate claims to unrostered overtime paid. | To only claim unrostered overtime retrospectively if it is required for immediate patient care, and could not reasonably be undertaken by a Doctor rostered on duty. To inform Medical Employment if usual working hours change. | Supervisors should support the legitimate claiming of unrostered overtime. Doctors should not be intimidated into not claiming, or victimised if they do claim legitimate overtime. |

Doctors Health Charter

| | | |
|---|---|--|
| Doctors have a right to work life balance. | Where possible to put their own health needs first in their life. To be mindful of the needs of other Doctors when requesting leave or specific rostered hours. | Where possible, to respect Doctors rights to work life balance, by worker friendly rostering. Where possible to be fair to all Doctors in the allocation of leave and development of rosters. |
| Doctors should have access to part time work in accordance with their industrial agreement. | To make reasonable requests for part time work, that help meet the employers service needs, and be mindful of the needs of other Doctors. | Where possible, to have a range of flexible part time options for all Doctor groups. |
| Right to consideration and accommodations of health needs | | |
| Doctors should have access to sick leave in accordance with their industrial agreement. | To have their own GP who they see for health related conditions and to be a good patient. To notify their employer when taking sick leave and complete appropriate forms. To produce a medical certificate where required under their industrial agreement. | To have adequate leave cover for reasonably estimated sick leave loads. Where possible to arrange leave cover for sick leave. To support workers to take appropriate sick leave. |
| Where possible, Doctors with health conditions should be supported at work, and when returning to work after illness. | To be responsible for their fitness for work including provision of appropriate medical certification, stating any restrictions on work, when required. To not work when an impairment significantly affects their ability to work. | Where possible, to support Doctors requiring restricted work conditions. Where possible, to provide Doctors with graduated return to work. To assist and support Doctors with illness, including with a period of supernumerary support when returning to work where needed & practicable. |
| Doctors with disabilities have a right to reasonable accommodations under the Disability Discrimination Act. | To notify the employer if they require adjustments, accommodations or work restrictions. | To provide reasonable accommodations where practicable. |

2nd Edition: 10 July 2020